



NEW CONSENT DECREE

Since 1976, Two Year colleges in the state of Alabama have operated under hiring procedures outlined under a federal court order called the "Lee vs Macon Consent Decree." Approval by the federal courts of a new consent decree is expected by the first of the year which will replace the requirements of the "Lee vs Macon."

The "Shuford Consent Decree" will affect all two year colleges in Alabama placing new hiring requirements for all full-time positions on the faculty and administrative salary schedules. By 1996, colleges will be required to employ a number of African-American personnel equivalent to 75% of the black population of that college's service area. If a college does not presently meet these percentages, they will have until 1996 to implement hiring procedures which represent a good faith effort in meeting the established goals.

In addition, selection committees are to be used by colleges to interview prospective employees. All applicants meeting the minimum qualifications for a position must be granted an interview. The committee should be comprised of full-time personnel with 40% of the committee members being African-American.

Also for internal transfers, only full-time nonprobationary status employees may be considered. Employees having worked less than two years will be required to apply for consideration with "outside applicants" and through the formal hiring process.

If you would like a copy of the Shuford Consent Decree for your records please contact the Personnel Office on the 15th Street Campus.

NEW PERSONNEL DIRECTOR

Effective November 9, 1993, Mr. Ronnie Rose became Dean of Human Resource Management for the college. Mr. Rose will have responsibilities as Director of Personnel Services, Federal Programs and special projects assigned by the college Vice President. Minette Smith will serve as Secretary for the area and their office is located in room 206 of the Administration Building on the 15th Street Campus.

EMPLOYEE SHIFTS

Carol Bussey of the Success Center has joined the Library Staff on Skyland effective this month. Carol replaces Muriel Campbell who transferred to the Business Office in November.

Lis Turner, former instructor for the college, has joined the Support Staff full-time in the Library on Skyland effective immediately. Lis replaces Deborah Bonner who joined the recruiting Office Staff in October.

Janet Thornton, of the Self-Study Office, has transferred to the Business Office as Head Cashier effective December 13th. Janet replaces Dianne Johnson who resigned in November.

NEW EMPLOYEES

Lis Turner has joined the College Support Staff as Library Acquisitions Officer. Lis has a Bachelor's degree in Secondary Education from Boston State college and a MBA from The University of Alabama. Prior to joining our staff Lis worked as a part-time instructor for the college and as Business Manager for Pace Learning Systems. She also worked as a Media Specialist for PTL Publications in Wisconsin.

Also joining the Support Staff is Ms. Janet Hendrix. Janet will serve as Secretary to the Math/Science department on the C. A. Fredd Campus. Janet is from Tuscaloosa and graduated from Tuscaloosa County High and has a diploma from the OAD Program of the C. A. Fredd Technical College. Janet's previous employers has been Alabama Power and K-Mart Department Store. While in school Janet was active in student organizations and served as Treasurer of the 1993 SGA.

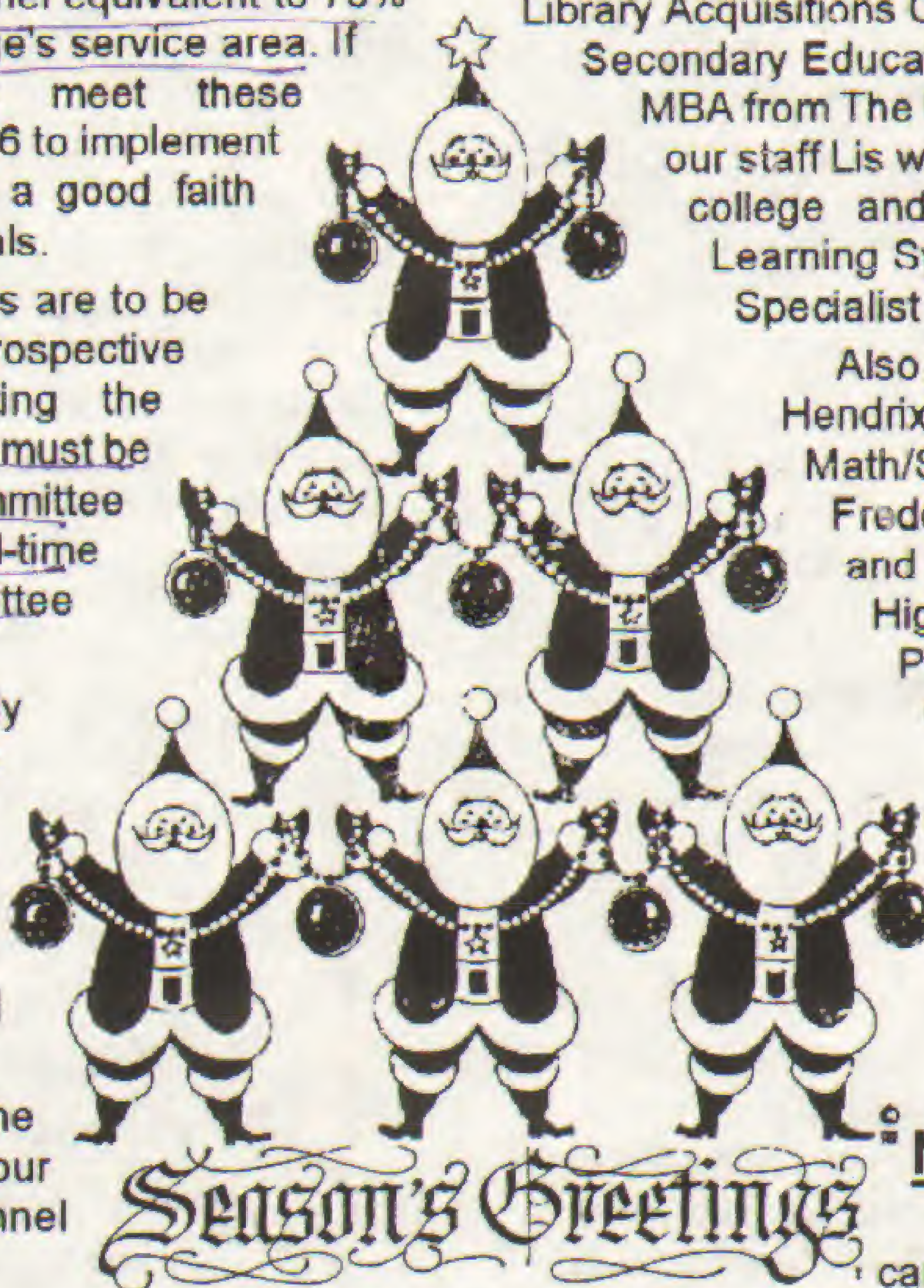
Welcome aboard Janet and Lis!

NEW CAMPUS UPDATE

The Master Plan efforts for the new campus continue to go well. By the time everyone returns from the holidays, there should be an initial drawing of the Master Plan to review. The Master Plan will be revised several times before it is considered complete. Once finalized, the Master Plan will show how many buildings will be on the new site, where the buildings will be placed on the property and where the roads and access-ways will be located. After completion of the Master Plan individual building designs will begin and priority for which buildings will be built first will be established.

Other good news includes the signing by Governor Jim Folsom of the option/purchase agreement for the 15th Street Campus. The college will have approximately two years from this winter to vacate the 15th Street Campus, so look for a lot of work to be done in the planning area as the technical programs prepare to move.

The firm of N. C. Morgan has been selected to serve as



Construction Manager for the building of our new campus. As Construction Manager, N. C. Morgan will have the responsibility of coordinating what the architects have designed with the contractors who build the campus. Their duties will include directing the bid process, analyzing structural systems, value engineering, tax savings arrangements and quality control. N. C. Morgan has entered into a joint venture with Hall, Taylor, and Perry for this tremendous effort.

CHRISTMAS BREAKFAST

The President's Christmas Breakfast will be Friday morning, December 17th at 7:00-8:00 am in the cafeteria on the 15th Street Campus. The breakfast has become a tradition with college employees and local business leaders with over 250 people being served last year.

The breakfast menu this year will feature scrambled eggs, cheese grits, sausage, bacon, fruit, home made biscuits, orange juice, coffee, and milk. As in the past, a select group of faculty and administrative staff will prepare the feast! Rumor has it that Southern Living Magazine may cover the event as part of their Holiday Tour. Don't miss it!



TQM 1994

The college will initiate a TQM movement in January with a series of internal workshops. These internal sessions will be taught by your colleagues at various times during the Spring Semester. The leaders for this area are known as "TQM Champions" and they will be your guides for the new management direction of TQM.

1994-95 TQM Champions are as follows:

Judy Austin, Bruce Bizzoco, Jim Brown, Linda Grote, Ronnie Guy, Jeanetta Hargrow, Martha Ann Hill, Randy Jarrell, Jim Jolly, Louise Lewis, Evelyn Mettee, Bradley Moore, Don Seales, Tommy Taylor, Britt Turner, Fran Viselli, and Janice Thornton.

REGISTRATION INFORMATION

The registration figures for the Spring Semester of 1994 have started shaping up. There were over 280 students registered during one day of early registration. During the two days of early telephone registration over 1,200 students called in.

On December 6th, 7th, 8th, and 9th there was an average of 120 students registered each night. As of December 9, 1993 we had an enrollment of 2399 for the Spring Semester.

RECRUITING UPDATE

Interest in Shelton State has never been stronger, according to recruiter Rick Shelton. Since October, the office of recruiting has received over 1800 information request cards from adults and high school students in our service area and across the state. Programs of particular interest to prospective students include:

ACCOUNTING, BUSINESS, COMMERCIAL ART, COSMETOLOGY, NURSING, CHILDCARE, COMPUTER SCIENCE, ELECTRONICS, EDUCATION, and ALLIED HEALTH PROFESSIONS.

Everyone expressing an interest in Shelton State will be contacted three times during the year and list of prospective students will be made available to every department head.

In addition to attending over 24 college and career days over the past two months, Shelton State's recruiting staff has made presentations to various groups in local communities and schools.

OUTSTANDING PERSONNEL

Congratulations to the outstanding personnel for 1993. One person was selected from Support Staff, Administration, and Instructions. This year's employees are Jeanetta Hargrow, Shirley Spencer, Phyllis Stanley, and Lee Fanning.

Dates To Remember

Dec 17 - Pay day

Dec 17 - Presidents Breakfast

Dec 20 - Grades Due

Dec 24-31 - School Closed

Jan 17 - School Closed

ALL King Day

Jan 10-11 - Registration

Jan 13 - 1st Day of Class

Jan 20 - The last day any of the new years resolutions will be remembered

